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DAVID H. WRIGHT
General Manager

September 23, 2016

The Honorable City Council
c/o Office of the City Clerk
Room 395, City Hall
Mail Stop 160

Honorable Members:

Subject: Approval and Implementation of Letter of Intent for Los Angeles Department of Water and Power Training Premiums

This letter recommends the City Council approve, the establishment of payment of additional compensation of up to five and one-half percent (5.5%) to LADWP employees who are assigned to develop and/or present training on a full-time basis for an approved structured training program. This approval is consistent with the recommended approval received by the Executive Employee Relations Committee (EERC) at its meeting on August 23, 2016.

BACKGROUND

The Los Angeles Department of Water and Power (LADWP) and the International Brotherhood of Electrical Workers (IBEW), Local 18 entered into a Letter of Intent (LOI) in March 2009 to jointly seek approval for a training premium. While the LOI initially sought approval of a training premium in the amount of seven percent (7%); further discussions have resulted in the current recommendation in the amount of five and one-half percent (5.5%).

The proposed training premium is intended for employees who are assigned to develop and/or present training on a full-time basis for an approved structured training program. The provisions of the LOI replace previously agreed to language and apply to LADWP employees assigned as training instructors in the Power System Safety and Training Business Section who are assigned pursuant to the provisions of Footnotes 11-13, and Appendix I of the Operating, Maintenance and Service Unit Memorandum of Understanding (MOU), and Footnotes 1, 2, 7, and 8 and Appendices H-I of the Supervisory Blue Collar Unit MOU (see attached).

RECOMMENDATION

It is recommended that the City Council:

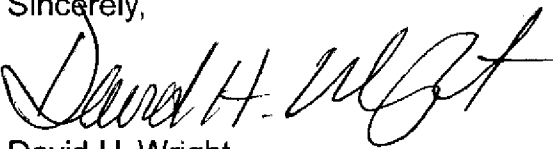
Approve the implementation of the training premium LOI which allows for additional compensation up to five and one-half percent (5.5%) to LADWP employees who are assigned to develop and/or present training on a full-time basis for an approved structured training program.

FISCAL IMPACT

The LADWP indicates that 37 employees performing special training assignments were previously compensated for an annual amount of \$220,535. However, the fiscal impact cannot be determined until the proposed training programs have been established. The salary for the implementation of the training premium LOI will be an obligation of the LADWP and will have no impact on the City's General Fund.

If you have any questions or require further information, please contact the Director of Labor Relations, Ms. Deitra O. Fernandes, at (213) 367-1373.

Sincerely,



David H. Wright
General Manager

DOF:la

Enclosure

c/enc: Mr. Miguel A. Santana, City Administrative Officer
Ms. Maritta H. Aspen, Chief Administrative Analyst
Ms. Deitra O. Fernandes, Director of Labor Relations



LETTER OF INTENT
TRAINING PREMIUM FOR TRAINERS ON SPECIAL ASSIGNMENT

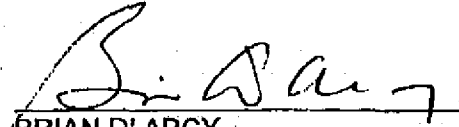
The parties to this Letter of Intent (LOI) are the Los Angeles Department of Water and Power (LADWP) and the International Brotherhood of Electrical Workers, Local 18 (IBEW, Local 18). The parties hereby agree, subject to approval of the Board of Water and Power Commissioners (Board) and the Los Angeles City Council (Council), to amend the current Memoranda of Understanding for every bargaining unit (for the period October 1, 2005 through September 30, 2010) between the LADWP and IBEW, Local 18, as follows:

1. The LADWP shall pay additional compensation in the amount of seven percent (7%) of affected employee base rate of pay to LADWP employees who are assigned to develop or present training on a full-time basis for an approved structured training program. This additional compensation will be above the employee's appropriate base rate of pay for his/her regularly assigned position.
2. Employees so assigned shall be selected using the Special Assignment process and shall sign an agreement specifying any exceptional terms and conditions of the assignment. All Special Assignment agreements require approval by the Chief Executive Officer and General Manager and by the IBEW, Local 18, Business Manager.
3. The provisions of this agreement shall replace previously agreed to language and apply to those LADWP employees presently assigned as training instructors in the Power System Safety and Training Business Group who are assigned pursuant to the provisions of the Operating, Maintenance and Service Unit Memorandum of Understanding, Footnotes 11, 12, and 13 and Appendix I, and the Supervisory Blue Collar Unit Memorandum of Understanding, Footnotes 1, 2, 7 and 8 and Appendix H and I. The parties recognize and agree that there shall be no "pyramiding" of compensation or bonuses for those assigned to perform trainer responsibilities.
4. Upon return to the employee's regularly assigned position from the training Special Assignment, the training premium shall be discontinued.
5. This agreement shall be effective upon the approval of the Council. Until Council approval is promulgated, this agreement is void and of no effect.

For the parties, subject to approval by the Board and subsequent approval by the Council:


H. DAVID NAFAI
Chief Executive Officer
and General Manager
Los Angeles Department of Water and Power

Date: 2/23/09


BRIAN D' ARCY
Business Manager
International Brotherhood of
Electrical Workers, Local 18

Date: 3/16/09